

**State of Delaware –Delaware Women's  
Workforce Council  
Office of Women's Advancement and  
Advocacy**

**Workforce Council Subcommittee Business Outreach Meeting  
minutes**

**Location:** 122 Martin Luther King Jr. Blvd, South, Dover, DE

**Date:** February 22, 2019

**Attendees:** **Melanie Ross Levin, Roxane Ferguson**

**Chairperson), Carling Ryan, Lisa Henson, James DeChene**

**Time:** 11:00am-12:00pm

**Welcome Introduction**

The chairperson, Roxane Ferguson, started meeting at 11:00am. She thanked everyone for coming and had everyone introduce themselves. The chairperson talked about the Women's Expo that will be coming up on March 2, 2019. The chairperson provided a report for unequal pay that was provided by the Delaware Business Chamber. It is a comparison of state and private sector for employee compensation in Delaware. Roxanne asked Melanie Ross Levin to talk about her meeting with the Boston Women's Workforce Council.

**Update on Boston Meeting w/Director Melanie Ross Levin**

Melanie Ross Levin talked about going to Boston to meet with the staff of the Women's Workforce Council of Boston. She met with the staff who are involved with the business compact. She also attended a conference that was being held by the Women's Workforce Council office in Boston. Melanie Ross Levin also met the Mayor of Boston and asked him to come to Delaware to discuss how the compact can benefit Delaware.

The mayor was very involved in getting the compact started and 30 businesses signed up immediately for the compact. The mayor is still involved with the compact today. Boston has had the compact for 10 years. Today there are 250 businesses that are involved in the Boston compact and the Boston Women's Workforce Council have professional development courses and conferences to help these businesses succeed in the compact.

The University of Boston works with the compact group by providing data. The University of Boston gets grants for research from the Federal Government to produce this data. The Boston Women's Workforce Council pays The University of Boston to collect and analyze their data. The University of Boston is unique because it uses data to see if people are being paid fairly in the

private sector. The success of the compact being in Delaware depends on the Governor's interest. The Boston mayor is excited that Delaware is following their motto.

The Boston Women's Workforce Council would be willing to come to Delaware to explain the compact and how it works. Businesses who are in the compact have to pay for the resources that the Boston Workforce Council provides.

The Office of Women's Advancement and Advocacy staff in Delaware has three people and the staff in Boston Women's Workforce Council staff has 17 people.

It is a concern that the Boston Model is so different from what Delaware would be able to do, that it has to be sustainable in order for Delaware to have a business compact. If Delaware pursues the Boston model, then Delaware would have to look at how businesses should pay for compact. Could look at collecting data, but use separate entity to provide the data.

#### Discussion of Focus

The Delaware business chamber is having a luncheon on April 17, 2019. The luncheon will be at the Middletown Memorial Hall in Middletown, Delaware.

Melanie asked the committee, "Do you think businesses would feel that this is a good way to spend their time or money. There are businesses that are already doing things that look like a compact. Larger businesses more so than smaller businesses would be more interested due to the amount of people they employ. Melanie ask the committee to look at the compact from Boston.

James talk about the inequity pay study from the State of Delaware. The study is not gender based at all. Louise talked about the having the governor on board with having a compact in Delaware and think about how the businesses that would want to know what is in it for them.

Louise asked for the contact information to the Mayor of Boston so that she could reach out and see if the mayor may be interested in coming to Delaware. It would benefit both states if the Mayor of Boston and the Governor of Delaware meet about the business compact. One thing that Boston would change from the

beginning, was the branding of the compact. The Boston Women's Workforce Council did not brand the compact until the compact was already up and running. They would have done branding in the beginning. The compact in Boston has 250 groups, they pay a sliding fee to be involved. They get four Professional Development meetings per year along with a conference. The businesses can submit their data and get feedback on their data. There is a website for the compact. Some of the businesses located in Boston is also located in Delaware.

If there was a compact in Delaware, they would have to partner with one of our universities in order to get data. Boston University had a grant for research in order to present data for those in the compact. The success of a business compact in Delaware would be contingent on the Governor's interest.

#### Next Steps

Have to get buy-in from State of Delaware Governor  
Melanie or Carling to meet w/Governor to explain what is going on with the business compact in Boston and how it would affect businesses in Delaware.

Have to get data and have a support system before going to organizations. Use model that already exist

The Delaware Business Chamber already offer classes to businesses throughout the state.

Meeting adjourned.

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